Our Candidate Comparison Score Card is to be completed on every candidate you have now screened as a potential fit. If you can tell that some of the candidates are probably Low level (in a superficial overview) in comparison to others you set those aside now and just score the rest. The Score Card will help you objectively weigh all the Must Haves and even the preferences in such a way that at the end of using the Score Card process you can be pretty sure who the High plus candidates are, who the High candidates are, and who the Medium candidates are. Then we focus on scheduling for the High Potentials.

ROPELLA
GROWING GREAT COMPANIES

LOPAREX

Candidate Comparison-Scorecard	Grader's Name:
Candidate Name:	Grade:
Client Name: **Loparex**	Hiring Mgr: **Simon Medley**
Position: **Chief Talent/Culture Officer**	HR Contact:
	Candidate:
	Base: **Bonus:**

Attribute	H/M/L	Comment
1. Education H = Demonstrated success in a Chief HR leadership position for a large business M = Indicates success in a Chief HR leadership position for a medium size business L = Answer does not indicate success in a Chief HR leadership position		
2. Global Responsibility H = Answer indicates they have been successful in a variety of global regions M = Answer indicates they have had some global responsibility with success in at least one global region L = Very limited global responsibility within their organization		
3. Led significant growth or transformational changes; revenue growth because of the growth/changes H = Driving growth and/or transformational changes is a significant part of their current role and has seen a significant revenue increase due to those changes and/or growth M = Has held a previous role which required leading an organization through significant growth and/or transformational changes with some revenue increase L = Little to no experience leading growth or transformational changes		

4. Example successfully developing and implementing HR strategies that led the company through significant transformation H = Specific example indicating experience successfully developing and implementing HR strategies that led the company through significant transformation M = Broad response indicating moderate experience developing and implementing HR strategies that led the company through significant transformation L = Answer does not indicate any experience in this area		
5. Experience managing the integration of company mergers/acquisitions H = Extensive experience managing the integration of company mergers/acquisitions M = Moderate experience managing the integration of company mergers/acquisitions L = Little to no experience managing the integration of company mergers/acquisitions		
6. Example of a time they have helped an organization accelerate (or leapfrog) to a higher level of performance and professionalism H = Specific example that shows great success helping an organization accelerate (or leapfrog) to a higher level of performance and professionalism M = General response that shows some success or knowledge helping an organization accelerate (or leapfrog) to a higher level of performance L = Answer does not indicate any knowledge of experience helping an organization accelerate (or leapfrog) to a higher level of performance and professionalism		
Grading Point System: H's = 4 M's = 3 L's = 2 Bonus Points = .5 Now add up the numerical value of each grade and then divide by the total number of grades		Total Points: Divided by 6 grades = Avg. Grade: